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LANA PAYNE ELECTED UNIFOR NATIONAL PRESIDENT

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REPORT FROM THE
EDITOR
TIM BATKE

Sisters and Brothers,
Hope our members enjoyed the summer. For many it felt like there was a return to some semblance of normalcy, a normalcy we have not seen since the COVID-19 pandemic began in the winter of 2020. Though supply chain issues are still an issue, many were able to take the time and enjoy the summer with their friends and family.

Our new National President Lana Payne was elected during the Constitutional Convention in August. The Constitutional Convention is reported on in many reports in this edition, specifically in the President's, Vice President's, Chairperson's, Vice Chair of Ford Council and Chassis Committeeperson's report.

The back cover has pictures of a September 26th flag raising ceremony for the National Day for Truth and Reconciliation on September 30th. The flag raising ceremony was a joint event with both Ford Motor Company and our Local Union, including the BIWOC committee. The day honours the children who never returned home, and Survivors of residential schools, as well as their families and communities. Public commemoration of the tragic and painful history, and ongoing impacts of residential schools is a vital component of the reconciliation process.

In solidarity,
Tim Batke
editor@uniforlocal707.ca

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REPORT FROM THE
PRESIDENT
 MARK SCIBERRAS

Brothers & Sisters,
 Global supply chain problems continue to plague our Plant and our sector. This instability has been felt by you, your family, and the communities we live in, which has only been compounded by ongoing conflicts overseas and high inflation.

Financially, many of our own retirees and members are struggling to pay bills and many have had to make difficult sacrifices, this not only impacting their families, but our communities. Local community programs such as Food banks, Substance Abuse & Mental Health treatment centres, Women's Shelters and the United Way programs are all in need more than ever before but are challenged daily with the need to do more with less.

As September ends, we reflect on our circumstances, challenges during the term of our agreement and start to prepare for the needs of our future; 2023 bargaining.

In early November, we will once again prepare for bargaining and provide forms to the membership to input amendments for bargaining. I encourage all members who wish to submit amendments to first look at our current 2020 Collective Bargaining Agreement (on our 707 website for references) and then submit your amendment with name and contact information to the Plant Chairperson's office, Local Union Hall, or your Union Representative.

Unifor Constitutional Convention

Our National Unifor Constitutional Convention was held in Toronto August 8th to 12th where there was an Election of a new National President, and Regional Directors.

After months of campaigning and debate the delegates voted and elected Lana Payne as our National Union President and re-elected Naureen Rizvi, our Ontario Regional Director.

Congratulations, to the two sisters, I look forward to working with them both in efforts to continually strengthen and build the Labour movement in our country, province, and communities for the benefit of all our members. For us that starts with strengthening our Auto Sector. During the convention that vision and direction was released with Unifor's New Automotive policy, which was supported and passed by the delegates.



The policy was made in collaboration with national and local insight. On behalf of our Local, I would like to thank Marc Brennan for representing our interests in this essential policy. This critical policy is made up of 5 core pillars and 29 recommendations, with a focus on expanding the domestic auto manufacturing and auto parts industries, managing a transition to a net zero carbon economy, enhancing skills capacity, creating high quality, unionized jobs, and advancing equity and inclusion throughout auto workplaces and related communities.

This Auto policy will be used to lobby all levels of government to ensure that we capitalize on what was started during the 2020 negotiations.

The link to the policy and the new Unifor Auto Hub policy can be found in Marc Brennan's Vice Chairperson of Ford Council Report. (On page 13)

US Tax Credits

Since the initial proposal of US tax credits on new zero emission vehicles first surfaced in 2021, Unifor worked collaboratively with federal ministers, officials at Global Affairs Canada and Innovation, Science and Economic Development Canada to lobby US officials to address concerns with Canada's exclusion from the US proposed consumer credits for the purchase of new zero emission vehicles.

In August that work paid off, as Oakville Assembly Complex received great news from the United States government, that lifted a cloud of uncertainty for the future of our Canadian BEV facility. As President Joe Biden's new proposed Inflation Reduction Act passed through the US federal government, which included tax credits worth as much as \$7,500 to Americans who buy electric vehicles assembled **in North America**.

With United States being our biggest trading partner in the Automotive sector this is truly great news, as the initial US proposal for tax credits disqualified Canadian-assembled electric vehicles despite our considerable US parts content.

Service Canada CERB/ EI Overpayments

Our Local continues to raise issues with CERB and EI that are still not being properly addressed by the government and Service Canada. They are as follows:

- Recently we have seen members who have properly and promptly responded to initial investigation inquiries, receive penalties and fines (in excess of a thousand dollars). Note: this is in addition to the EI benefits they were required to repay. This is unacceptable, as many members and Canadians continue to receive mixed messages from Service Canada agents. Many agents are either not properly applying re-payments made to the Receiver General of Canada or telling members to wait until they receive correspondence directly from Service Canada before making repayment.
- Period of time from Sunday, March 22nd through to Saturday, April 11th 2020 and Sunday, August 23rd to Saturday, August 29th 2020 (4 weeks total) where a percentage of our members do not qualify for any type federal government benefit (No EI/ No CERB/ No CEWS). Even though they paid full premiums, applied for and would have qualified for Full Employment Insurance benefits of \$573.00 per week had the Employment Insurance Act not been suspended by the Federal government. Over the past two years our Local has exhausted all efforts with agents at Service Canada, Federal MP's and Ministers who claim they are all sympathetic and recognize unintentional mistakes were made to an effort to provide benefits to Canadians, but state they are all helpless to make any changes to correct these errors.

As our Local cannot accept these oversights or errors, on September 26th, Marc Brennan and I focused our efforts on a meeting with Pierre Laliberté the Canadian EI Workers Commissioner, to address these issues, penalties, and fines.

The EI Commissioner provided us with some options we are currently exploring with the National Union and has committed that he would assist us with any concerns over penalties and fines from April 12th through to June 6th 2020.

For further details on how to respond to overpayments, or penalties and fines for this period, please read Paul Ivey's Union Benefit Report. (On page 24)

Return of Annual Picnic & Labour Day Event

Both events were well attended and provided an opportunity for members, retirees, and leadership to connect, meet family and catch up.

Our first Local 707 Picnic in three years was held at Confederation Park in Hamilton on August 14th. Members in attendance were provided with food/ drink and received passes to the Wild Waterpark so members and their families could enjoy the park. I would like to thank the Picnic Committee for bringing back the annual picnic that was absent during the pandemic.

On Labour Day, we once again enjoyed a social gathering and made the most of our Union Hall with Union T-shirts, Music, Food Trucks, and games.

We have had three of these Labour Day events at our Union Hall; however, this year's event will most likely be our last as it is essential that our Local once again connect to the broader Labour movement and re-join the Hamilton Labour Day Parade.

It is hoped that our new National President Lana Payne will soon re-establish Unifor's place in the Canadian Labour Congress, which will result in formally reconnecting our Local with the Oakville District Labour Council in time for next year's Labour Day Parade in Hamilton.

First Member to obtain 50 years' service - Joe Garcia

On August 7, 2022, Jose Garcia, who works as a Small Tools Repairperson at OAC, marked his 50-year work anniversary with Ford of Canada, becoming the first member of Unifor Local 707 to achieve this incredible milestone. Local Leadership, OAC management friends and family came together to celebrate this moment with Joe.



We all shared in some stories and moments in the history of his career, and we presented Joe with a 50-year anniversary award, on behalf

of Unifor Local 707. For more information about Joe's story, go to our Local 707 web page.

It's not everyday that you can celebrate a milestone like this and it reminds us that despite our current everyday struggles, we continue to have a future at OAC, which allow us the opportunity to reach our own milestones.

Every Child Matters Campaign

The BIWOC Committee and Local 707 members again raised awareness and funds to support our communities Every Child Matters Campaign. This year through the sales of Orange T-shirts we raised \$1,000.00 with all the proceeds going to the Hamilton Regional Indigenous Community Centre, to assist with Reconciliation efforts.

Annual Local 707 Dependent



Scholarships

We have posted for our two (2) \$1,000.00 Local 707 Dependent Children Scholarships online beginning October 1st and will be drawing for the two scholarships at our November General membership meeting.

September Local 707 By-Elections

I would like to congratulate; Brent Droppo on his recent acclamation as the new A-Shift Trim Steward, Fuad Hassan on his election as Leaded Chairperson, and Satnam Khatkar as Skilled Trades Chairperson.

In Solidarity,
Mark Sciberras
Unifor Local 707 President 

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2. There is no coverage for Mortgages if the letter of commitment to the lender was signed prior to your eligibility date.

OTHER MATTERS

3. There is no coverage if you hired the lawyer prior to your eligibility date.

No matter which lawyer you choose to use, it is important to **CALL THE PLAN FIRST.** Prior to seeing a lawyer, you must contact our Intake Department to determine your eligibility and to obtain the appropriate paperwork.

For Further Information, please call our Oakville Office at:

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REPORT FROM THE

VICE PRESIDENT

DAVE MILLAR

Hospital Coverage – Please Note and Please Make Sure You Are All Aware!

As of late I have spoken to many Retirees and Surviving Spouses who were unaware of the facts below, despite previous mailings that were sent by the Ford Motor Company in 2009 and several 707 Reporter articles written along the way ever since. I am once again posting this message in the fall edition of the Reporter as it is important information for all of our members who may need hospital stays for whatever health concerns they may be dealing with at any given time.

Even though **we lost this benefit over a decade ago** it is worth repeating. I have seen many Retirees, Surviving Spouses and some of their adult children requesting Semi-private hospital rooms **assuming** they are covered for it through their Green Shield Coverage, only to later find out that it is not a benefit of our plan and unfortunately receive a hospital bill for hundreds, sometimes thousands of dollars.

If you or any of your adult family members are completing a hospital admissions form: Do **NOT** indicate, you have Green Shield Insurance coverage and **DO NOT request private or semi-private hospital accommodation on the form unless you are prepared to pay out of pocket expenses from \$240 to \$300 per night for your room.** Instead ask for a WARD room which is covered by the Ontario Health Insurance Plan (OHIP) and is of no cost to you.

It is also important to note: If you are admitted into a publicly funded Ontario hospital and you have chosen to be in a Ward room and there are none available or the publicly funded Ontario Hospital has chosen to place you in a semi-private or private room – you will not be responsible for the cost, as you or your adult family member did not request the room on your hospital admission form. It is only when you or your adult

family requests, completes and signs for a semi-private or private room that you will be charged.

Get the word out to other retirees and surviving spouses and share this information with your adult family members or children who in emergencies may bring you to the hospital and complete the admission form on your behalf. As once the request on the admission form is completed and signed it becomes a legal document and Ontario publicly funded hospitals are unwilling to waive semi-private or private charges incurred once you find out Green Shield does not provide coverage.

The 2022 Employment Insurance and Canada Pension Plan (EI/CPP) Conference, hosted at the Unifor Family Education Centre, took place over a monumental weekend for EI benefits in Canada from Friday September, 23 until Sunday, September 25, 2022.

The remaining EI temporary measures were allowed to expire by the Federal government on Saturday, September 24. Unifor's ongoing campaign efforts will continue.

The Ontario Regional Council's EI/CPP Committee conference organized the event, with support from national staff working on EI and CPP. There were delegates representing all of Unifor's regions including: 6 provinces, 34 locals and 11 sectors of our Union.

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VICE PRESIDENT'S REPORT | CONTINUED

Some of the noted victories we have accomplished during the pandemic included an increase to EI sickness benefits from 15 weeks to 26 weeks and a 10% increase to Old Age Security. It should be noted that there was also a plea to continue the fight for ALL workers to improve working conditions and benefits for all.

Cuts reveal the roots of class, power and privilege highlighting the inequities of the EI system. It was also shocking to note prior to the pandemic that less than 40% of unemployed workers qualified for EI.

EI used to be a tri-partite program, funded by workers, employers, and government, before the Federal government made repeated moves to cease its own contributions then pillage the EI fund for other uses, beginning in the 1990's.

Paid Education Leaves (PEL)

Our Local Union has been getting more people to PEL courses over the past 12 months than any other Local. We continue to get valuable training for members hoping they will bring their new knowledge to the membership on the shop floor.

In the New Year, we will be mandating that in order to participate in ANY course (other than those covered under the Health and Safety Training Fund) that you must first have taken the Human Rights course made available to members. The goal is to have ALL elected representatives trained in Human Rights to better serve the members they represent. If your wish is to take a different course, you better make sure you take the Human Rights course as it is also pointed out in the Unifor Constitution under **Article 15 Section C #3 which states: Local Union Executive Board Officers and all workplace representatives are required to take a weeklong, 40-hour Human Rights Training Course. The National Union will develop a plan for delivery of this course in concert with Local Unions.**

I expect there will be an uptick in registrations for PEL courses as many members will want to get involved in the election process next spring. Make sure you take the Human Rights program first. If you want the Local to invest in you, invest in your Local. Your Local will invest the time and resources it takes to get you prepared to help your membership.

Wishing everyone a safe and happy fall.

In Solidarity,

Dave Millar

Vice President 



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REPORT FROM THE

OAC CHAIRPERSON

BOB SCOTT

Current Roll:

Production – 2787
Trades: 309
Medical – 314
TPT - 68

Global Parts Shortage:

Over the past 3 years our members have suffered significant financial losses due to Global Part Shortages, Micro Chip and COVID -19 issues causing our facility to either be completely shut down, working short hours daily or two to three days per week.

Unfortunately, there is **NO** clear indication that these issues will be resolved any time soon. These part shortages are a global problem that are affecting everyone in our industry.

15.26c Terminations:

Throughout the year many of us in the Union Leadership continue to report the importance of our members understanding Article 15.26c.

15.26c terminations are continuously rising, if you are absent from work due to illness or personal injury, you must seek medical attention on the 1st or at least the 2nd day absent and provide proper medical documentation to the employer.

By reading article 15.26c and following the CBA you will avoid unnecessary interruptions in your negotiated benefits and avoid termination of your employment.

Absenteeism:

The VP of Americas Manufacturing (John Savona) has continuous discussions with the Union Leadership regarding how our Plant can improve absenteeism.

We have requested that the Company provide a proper avenue for our members to request the time off that they need.

It is important that our members understand that when they need time off work that they follow the proper channels, request time off with your supervisor, if they are unable to grant that request and have not offered an alternative date that satisfies your needs contact your Steward for assistance. It is not acceptable that your

supervisor just denies your request for time off without offering a solution. We can assist you with your request, don't put yourself in a position of unnecessary discipline by taking matters into your own hands.

Social Media:

There are many members that believe that Facebook and other social media sites are private to them, and they have the right to freedom of speech without consequence.

The reality is that social media is a public forum that can cause many undesirable consequences for our members.

The Union Leadership continues to discourage members from making unwelcomed comments, attacks or bullying on social media. Unfortunately, those members who believe that social media is their private site, and they have the right to say and do whatever they choose and that it is none of the Union or Company's business are finding themselves either terminated or with heavy handed suspensions.

Members who identify themselves on their profiles as ambassadors of the Ford Motor Company and make undesirable comments or act inappropriately on social media are leaving themselves wide open for disciplinary action by their employer.

Our members need to know and understand that Cyber/Social media attacks and bullying are a violation of our CBA, Unifor/Ford policies and have zero tolerance.

As of recent members of the public/community have reported inappropriate comments and bullying by our members to Ford of Canada Labour Affairs demanding action against our members. Union Leadership continues to represent and argue the disposition imposed on our members regarding comment made on social media by our members. The Ford Motor Company believes that they are justified in their position of zero tolerance.

Think before you put your thoughts on social media, understand what you might find humorous may offend others and their complaints may cause you unnecessary hardship.

Culture Play Book:

On September 13 and September 14, Daryl Sykes (Director of Manufacturing) visited OAC. During his visit Daryl

set time aside to meet with the In-Plant Committee and expressed his gratitude to the excellent work force in OAC.

Daryl stated that although Ford Motor Company is not ready to release information to the Plant at this time regarding the BEV coming to OAC, he believes that everyone in Oakville will be just as excited as Ford Motor Company is.

During Daryl's visit our In-Plant Committee attended a 2-day training session on Culture Change called the **(Culture Play Book)**. The core of this training was looking at your individual self and group behavior. The perceptual shadow that you cast towards others, how you act and how you treat others.

I found this training to be extremely helpful, I believe that when dealing with multiple personalities daily there are always better ways to deal with people and understand their concerns and frustrations. I hope that the Ford Motor Company rolls this training course out to all of Ford Motor Company employees in every location and not limit it to people in Leadership roles.

On Tuesday September 13, 2022, Unifor/Ford held their 3rd quarter Business Review and Advanced Technology Committee Meeting at OAC.

At the conclusion of this meeting Lana Payne took the time from her busy schedule to come to the OAC Union Offices and introduce herself to the Union leadership that were at work.

I would like to extend my gratitude to Lana and thank her for this kind gesture.

National Union Leadership:

I am confident that everyone is aware that the 2022 Unifor Constitutional Convention took place August 7 to August 12, 2022.

On Wednesday August 10, 2022, elections took place for National Union Officers and Regional Directors.

Congratulations to our Elected National Leadership

National President – **Lana Payne**

National Secretary Treasurer – **Len Poirier**

Quebec Director – **Daniel Cloutier**

Ontario Regional Director – **Naureen Rizvi**

Western Regional Director - **Gavin McGarrigle**

Atlantic Regional Director – **Jennifer Murray**

Skilled Trades Chairperson:

On Sunday September 18, 2022, at our monthly membership meeting Skilled Trades held a by-election for Skilled Trades Chairperson for balance of the term.

Congratulations to Satnam Khatkar, who has been elected to Skilled Trades Chairperson.

Passing of Scott Lewis

The Local suffered a terrible loss on July 15th with the passing of Scott Lewis. Brother Lewis was elected Trim department Steward on A-shift for over two decades. Condolences to Scott Lewis' family and friends on their loss, he will be missed.

With the passing of Scott Lewis, there was a by-election for the Trim department Steward on A-shift. Scott's longtime Alternate Steward Brent Droppo, was acclaimed to the position. Congratulation to Brother Droppo on your victory.

Bob Scott

OAC Plant Chairperson

Unifor Local 707

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REPORT FROM THE

VICE CHAIR OF FORD COUNCIL AND CHASSIS COMMITTEEPERSON

MARC BRENNAN

Brothers & Sisters, It is hard to believe that we are less than a year away from 2023 negotiations. Since 2020 the world and the economy has changed drastically. We have been dealing with the economic changes brought on by the pandemic, a war in Ukraine, record high inflation coupled with supply chain issues putting more financial pressure on workers. As the economy changes so does the needs of the workers. Over the course of the next several months we will begin the preparation for 2023 negotiations, including an amendment meeting early next year. This meeting will be an opportunity for our members to give input in the direction we will take and help to prioritize our needs.

Supply Chain Issues

Our Plant continues to be affected by supply chain issues on an almost weekly basis. The continual interruption in the regular schedule has created challenges for many of our members. Not knowing from week to week or day to day if you will be working has put a strain on many of our members households and their finances. It is still unclear when the supply chain will stabilize. To this point in 2022 our Plant has had eight weeks of down time and countless days with reduced production schedule.

Job Postings

Even with the inconsistent schedule, we have been making every effort to have the Company follow the negotiated language and post open jobs on a bi-weekly basis. Continue to watch the job ad monitors at the gate entrances to know when jobs are posted. We have worked to ensure that any CDSID and password issues have been resolved. If you are having issues accessing the job ad system, please reach out to your supervisor or Union Representative.

Constitution Convention

Unifor's third constitutional convention took place August 8th to 12th in Toronto. We had a full agenda for the week. The resolution put forth by Local 707 Rebuilding Canada's Powerhouse Auto Sector was unanimously passed by the delegates.

Elections took place for Unifor's National elected leadership positions. The following are the election results.

National President - Lana Payne, National Secretary-Treasurer – Len Poirier, Quebec Director – Daniel Cloutier, Atlantic Regional Director – Jennifer Murray, Ontario Regional Director – Naureen Rizvi, Western Regional Director – Gavin McGarrigle.

Unifor represents 315,000 members who work in 29 different sectors of the economy. There are 696 Locals in Unifor and 2,883 Bargaining Units. The Auto Assembly Sector of Canada represented by Unifor makes up about 7 percent of the overall Union membership. We have almost 21,000 active members who work Ford, General Motors and Stellantis (FCA).

Navigating the Road Ahead

Unifor's new auto policy was released during the Constitutional Convention. The policy is made up of 5 core pillars, **Growing the domestic industry, Managing the transition to net zero, Enhancing the skills needed to succeed, creating high quality "union jobs", Advancing equity and inclusion.**

All members are encouraged to visit the Auto Hub website to review this important policy.
<http://www.uniforautohub.ca/>

Federal Minister of Transport Plant Visit

On Wednesday August 31st Omar Alghabra, Federal Minister of Transport visited the Oakville Assembly Complex. Bob Scott, Keith Grist, and I were able to meet with the Minister. The reason for his visit was to take a tour of the facility and give an opportunity to discuss needs the facility has around shipping routes that include rail, ports, roads, and border crossings.

Director of Manufacturing Visit

On September 13th and 14th, the director of Manufacturing Daryl Sykes visited the Plant for the first time in three years. The Master Bargaining Committee was able to meet and discuss the challenges and the concerns our members at the Oakville Assembly Complex have. During these discussions we expressed the need to have the Company announce the exact timing of the changeover to the BEV plant and the anticipated duration of the downtime. Our members deserve to know the timing so they

can plan accordingly. We also brought up the challenge that our members both production and skilled trades have been dealing with because of the down time incurred at our site.

Discussions were had regarding the employee experience and how to improve it at OAC. We discussed a needed solution for the delays in status changes to ensure our members were receiving the proper pay rates and are in the correct overtime groupings. The lack of charging stations at OAC was brought up. For a plant that will be changing over to a battery electric assembly plant we believe it is just bad business not to support the transition as soon as possible.

Business Review Meeting

Our quarterly business review meeting took place the morning of September 13th at OAC. In addition to the regular participants that attend this meeting, we were also joined by our newly elected National President Lana Payne. The Company provided an overview of the current state of the business. The Company also indicated that they are in the process of finalizing the details around the changeover at OAC to a BEV assembly plant. Once the plans are finalized, we expect detailed information to be available.

Celebrating 50 years

On August 7th Jose Garcia celebrated his 50-year anniversary as a member of Local 707 and as an employee of Ford Motor Company. Jose started in the Ontario truck plant in 1972 and currently works in Small Tool repair. Jose followed in his father's footsteps and is a second-generation auto worker. The Garcia family has had three generations of family members work in Oakville. Congratulations on a long-storied carrier!

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Chassis Retirements

During the summer months the following members decided that it was time for them to move on to the next stage of their lives, Bruce Sutton, Tony Moniz and Stjepan Brozic all retired. I want to congratulate you all and wish you all the best for your future.

*In Solidarity,
 Marc Brennan
 Vice Chair of Ford Council and Chassis Committeeperson
 Ext. 3335
 1(289)681-7654
mbrenn10@ford.com*

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REPORT FROM THE

FINANCIAL SECRETARY

BRETT LEFEBRE

2021 Year End Audit

Our 2021-year end audit was conducted by the external auditor in April. The report was then presented and approved by the Local's Financial Committee on June 10th and the General Membership at the June 12th meeting. The audit and reports are then sent to the National as per the Unifor Constitution.

Financial State

The Local continues to maintain a strong financial position which is extremely important as we go into elections (spring of 2023) and contract negotiations for our Ford unit in the fall of 2023. Since being elected as the Financial Secretary just over 5 years ago we have been able to keep the Local in a strong position by reviewing vendor contracts, renting the building, and cutting expenses while almost doubling the funds we have in Term Deposits (again important with events coming up next year). Term deposits are now being renewed at rates of 3.5% - 4.5% which is a big increase compared to last year's rates. This is all very important as we remain in some very unstable times within the Auto Industry.

Good in the Community

The Local and it's members have done some great work in the community over the years, whether it's a Local organized fundraising effort or an individual member who has donated their time to assist a local charity with an event or assist them with providing some much-needed service(s) we are always there. Over the last few months, the Local has donated to charities such as Fare Share Food Bank Oakville (\$2,500.00), Eva Rothwell Centre (\$500.00), The Farmworker Hub (\$1,000.00), Canadian Cancer Society (\$250.00), Westover Treatment Centre (\$750.00), Food for Life Canada (\$500.00), Indian Residential School Survivors Society (\$200.00), Princess Margaret Cancer Foundation (\$200.00), Hope Place Centre (\$1,300.00), Unity Hopeful (\$250.00) and the Lions Foundation of Canada Guide Dog Program (\$250.00).

The United Way canvassers will be in the Plant soon as we get ready to support the United Way Halton & Hamilton (UWHH) and the great work they do in the community. The UWHH recently kicked off their yearly campaign on September 21st announcing an ambitious yet attainable fundraising

Unifor Local 707 Funds for the Month Ending May 2022

		Current Month	Year To Date
General	Revenue for the period	228,406.44	1,271,245.72
	Expenses for the period	-247,481.41	-1,142,904.17
	Equity(Deficit)-End	-19,074.97	128,341.55
Education	Revenue for the period	303.20	1,565.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	303.20	1,565.00
Sports & Recreation	Revenue for the period	60.64	313.00
	Expenses for the period	0.00	-100.00
	Equity(Deficit)-End	60.64	213.00
Political Education	Revenue for the period	303.20	1,565.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	303.20	1,565.00
Retirees	Revenue for the period	-1,325.68	8,485.70
	Expenses for the period	-964.38	-5,880.39
	Equity(Deficit)-End	-2,290.06	2,605.31
New Members	Revenue for the period	0.00	335.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	0.00	335.00
Picnic	Revenue for the period	2,577.20	13,302.50
	Expenses for the period	0.00	-2,058.96
	Equity(Deficit)-End	2,577.20	11,243.54
Building & Building Corp	Revenue for the period	16,424.66	61,170.19
	Expenses for the period	-35,867.93	-154,656.82
	Equity(Deficit)-End	-19,443.27	-93,486.63
Watch	Revenue for the period	758.00	3,912.50
	Expenses for the period	0.00	-2,226.10
	Equity(Deficit)-End	758.00	1,686.40
Strike	Revenue for the period	303.20	1,565.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	303.20	1,565.00
Human Rights	Revenue for the period	60.64	313.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	60.64	313.00
Womens' Committee	Revenue for the period	60.64	313.00
	Expenses for the period	0.00	-276.85
	Equity(Deficit)-End	60.64	36.15
Total Funds		-36,381.58	55,982.32

goal of \$11.4 million dollars. Our canvassers have already begun fundraising for the UWHH as you all would have seen them out selling chocolate covered almonds. We have continued to support our communities these last few years and I encourage you, if you are able, to continue to do so.

NEW Union Cards

We are in the process of getting new union cards made which will replace your current 2019-2022 cards. For you to get your NEW union card in the mail we need to have an UPDATED and CURRENT mailing address for you. If you moved and haven't updated the Union, please do so ASAP. To make changes to your address with the Union you can easily do so by going to the Locals website. Please note that whenever you move you need to update the Company **and** the Union separately.

Union Hall

We as a building corporation continue to meet and discuss items of need for the building. Recently we had the parking lot lights and posts replaced with NEW LED light posts. These replaced the older nonoperational posts we had for many decades. The parking lot has also had some

minor repairs recently as we need to maintain this for us to continue to use it as a source of revenue.

The HVAC equipment continues to require regular maintenance with some minor repairs and replacement of parts. To be sure that we should continue to repair two quotes were received to have the entire HVAC system equipment on the roof replaced. Both quotes were around the \$210,000 mark which is significantly more expensive than repairing and maintaining the equipment. We will continue to monitor that equipment as we have done.

Hall Rentals

Our Banquet Hall is open for rentals, and we have seen an increase in interest. We are available to host weddings, awards dinners, banquets, dances, charity events and Stag & Does. We can help you with just about any type of event you want to hold from a small group of 10 all the way up to 500!

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*In Solidarity,
Brett Lefebre
Financial Secretary
905-844-8830 • Financial1@uniforlocal707.ca*



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REPORT FROM THE

707 RETIREES' CHAPTER

ARNIE DE VAAN

Sisters and Brothers, Retirees are once again meeting every third Wednesday of the month at 10 am at the Union Hall. Our numbers are much less from pre-COVID times and I hope that you will consider coming back to the chapter meetings. If wearing a mask makes you more comfortable than please do so. Our summer break is now over. I unfortunately missed the September meeting due to a mild heart attack but will be at the October meeting. Thank you, Brother Tremblay, for stepping in to chair the September meeting. Affiliate groups have also delayed and not had in person meetings and that too will hopefully change.

Our Unifor Retiree Workers Council Executive have been meeting on zoom and recently we held two in person meetings. We also had a Retiree Council and our total number of voting delegates has changed. We now have approximately 3225 retirees and based on that number we are only allowed 4 voting delegates. At Council it was an election year and I managed to get re-elected under our new Retiree Executive Board structure as a Member-at-Large.

I am also glad to report that Area Council has been having in person meetings as well. In regard to delegates for Area Council we were three short at election time and if anyone is interested in filling these positions please let myself or someone on the 707 Retiree Executive know. Our own 707 Retiree Executive has also been meeting in person.

A huge shoutout to Rosemary Viola at Local 5555 as they invite our retirees to join them in their retiree activities. When you come to meetings, please check out their events on the board by the kitchen door.

Regarding the Constitutional Convention there were some 222 retirees that did a walk through at the Convention. They were carrying placards for pension improvements. They were very well received, and it is my hope that the new administration looks at pensions for not only auto but for all retirees. Retirees are part of a group that are being hurt most by our inflationary times and it is time that we looked at our elderly and give them a better standard of life.

Also, if you recall the Constitutional amendment we passed last year, which went to the Constitutional Convention was passed at convention and that structure is now in place. We now have a Chairperson, Vice Chairperson,

Recording Secretary, a BIWOC Representative LGBTQ Representative, one representative in each of the Unifor Regions as well as 4 Members-at-Large. Kudos to all who were part of that.

In solidarity,
Arnie De Vaan
Retirees' Chapter 

LOCAL 707 RETIREES

Daniel Creamer	6/1/22
Douglas Delong	6/1/22
Jack Kasprzak	6/1/22
Stjepan Brozic	7/1/22
Darrin Caerels	7/1/22
Curtis Edwards	7/1/22
Ian Hall	7/1/22
Roger Hortensius	7/1/22
Leroy Jelinek	7/1/22
Tony Moniz	7/1/22
Alan Edge	8/1/22
Kevin Chaffay	9/1/22
Michael Desousa	9/1/22
Manuel Goulart	9/1/22
Bruce Sutton	9/1/22
Branko Kecman	9/15/22

Congratulations and Enjoy a Long and Happy Retirement.

WE SHALL REMEMBER

Curtis Fagan	4/14/22	Retired	Scott Lewis	7/15/22	Active
Edwin Fletcher	5/23/22	Retired	Jozo Alilovic	7/15/22	Retired
Jerry Miller	5/30/22	Retired	Mary Prince	7/21/22	Retired
Jim Senkalowski	6/2/22	Retired	Reinhard Krebs	7/24/22	Retired
I. Leja	6/7/22	Retired	Harvey Payette	7/25/22	Retired
Patty Doleman	6/10/22	Retired	John Szeman	7/29/22	Retired
Simom Methot	6/11/22	Retired	Melburn Clements	7/30/22	Retired
Vince Mustillo	6/15/22	Retired	Lloyd Baxter	8/2/22	Retired
Brad Harniman	6/20/22	Active	Nevio Bracco	8/7/22	Retired
Eusatachio Rizzi	6/21/22	Retired	Dave Link	8/7/22	Active
Milan Vukovic	6/21/22	Retired	Vasile Murgoci	8/13/22	Active
Reginald Bows	6/30/22	Retired	Daniel Laforge	8/19/22	Active
Harold Luey	7/1/22	Retired	Victor Lewis	8/24/22	Retired
Hugh Noble	7/2/22	Active	Stanley Studzinski	8/26/22	Retired
Glen Beeteson	7/6/22	Retired	Louis D'Amico	8/30/22	Retired
Charles Harrigan	7/10/22	Retired	Michael Lalic	9/2/22	Retired
Simon Camber	7/11/22	Retired	Walter Moore	9/5/22	Retired
Nadir Askary	7/12/22	Retired	Vincent Harrietha	9/5/22	Active
Ali Al-Hamadi	7/12/22	Retired	Phillip Davis	9/10/22	Retired
Douglas Daniel	7/13/22	Retired	Hubert Barfitt	9/18/22	Retired
Gurpal Dhillon	7/14/22	Retired	Wesley Bickford	9/23/22	Retired



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REPORT FROM THE
**RECORDING
 SECRETARY**
 JANET CREET

Sisters and Brothers,
 Welcome to another 707 Reporter!

Let's take a minute to congratulate some other Locals on their recent ratifications. Loomis Express which covers Locals 114, 4050, 755, 4457 and 4005 ratified a new deal which will see them receive good wage increases throughout the agreement. Unifor Local 222 (GDI Services) home to 70 members who provide cleaning services to Durham College have ratified after a 17-day dispute. Local 2000 in Vancouver (Purdy's Chocolatier) have secured a tentative agreement after the union delivered a 72-hour strike notice on September 8. We all know that bargaining has its own set of challenges especially when we are dealing with companies that prefer profit over everything and anything. Well done to all these locals for their perseverance and dedication to receiving a fair deal.

Thank you to everyone who attended the picnic and the Labour Day event. It is always wonderful to catch up with friends/members and their families outside of work.

Our membership meetings are back!! I absolutely encourage everyone to attend. This is the best forum for accurate information and there is always time for questions and/or clarification. Hope to see you there.

Congratulations to Sister and now President Lana Payne. You have broken the glass ceiling becoming the first female president of Unifor. We wish you nothing but the best in your new role.

In Solidarity,
 Janet Creet
 Recording Secretary



REPORT FROM THE
**LEADEC
 CHAIRPERSON**
 FUAD HASSAN

Brother and Sisters,

I hope you all had a wonderful summer. Since our last edition a few things have changed. Many of you are aware that brother Kunal Ahluwalia was elected Chair on May 30th 2022, but unfortunately due to personal reasons Brother Kunal couldn't fulfill the duties he was elected to. Sister Amanda Basso who was also elected to Day Shift Committeeperson on Shift 2 stepped up and filled the role of Temp-Chairperson until the by-election was held on Sept 18, 2022. Also, as many are aware general elections for LEADEC Unit members were held on May 30, 2022, and we elected 3 new Committeepersons who I would like to congratulate and welcome, Sisters Eve Vallejos, Amanda Basso and Bernandita Linawan. Scott Shappit was also elected to an Alternate Committeeperson position in May.

On September 18th, 2022, by elections were held for Chairperson and Alternate Committeepersons for Shift 2 and Shift 3. This resulted in Rick Tavares and Marco Di Scipio being acclaimed as Alternate Committeepersons for their respective shifts.

I would like to thank members for electing me a 2nd time as your Chair something that hasn't been accomplished here at LEADEC before. As always, your trust in me to lead you is greatly appreciated. I would also like to take this opportunity to thank Sister Amanda Basso, for stepping up and taking the temporary position as Unit Chair for 3 months while we waited for the by elections to take place. I also want to acknowledge the passing of brother Daniel LaForge. Daniel, who had been a member of LEADEC since 2015 had worked with many of you in either the Final or Body dept. Daniel was a Brother who was reliable, dedicated and a friend to all who needed it. We at the Union would like to extend our deepest condolences to the LaForge family.

In Solidarity,
 Fuad Hassan

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REPORT FROM

HEALTH AND SAFETY

JOHN MULLIN

*“I regret working safely”
– said no one ever.*

Supervisor Fined \$20, 000.00

In the GREEN book **O.H.S.A.** (Section 27 O.H.S.A.) Duties of Supervisor Section (2) (c) take every precaution reasonable in the circumstances for the protection of a worker. This means your Process Coach is your first line of defence when it comes to your safety. The Ministry of Labour takes this very seriously for example, in August 2022 a supervisor in Toronto was given a \$20,000.00 fine for a workplace fatality.

Some facts from the case:

A worker employed by L.Z. Refrigeration Inc. was fatally injured at the workplace while operating an Elevating Work Platform (EWP). Yuqin Liu failed as a supervisor to ensure that a worker worked in a manner and with the protective devices, measures and procedures as required by the Occupational Health and Safety Act. They also failed to provide the worker with oral and written instructions or training on the operation of an EWP which includes instructions with respect to the owner’s manual. This is an offence under s. 27(1)(a) of the Occupational Health and Safety Act, and, in particular, s. 147(1) of Regulation 213/91.

“A Near Miss Reported today is an accident prevented tomorrow”

When you witness a “Near Miss”, which is an incident in which no personal injury was sustained and no property was damaged, but where, given a slight shift in time or position, injury or damage could have easily occurred. You could say we got lucky; safety should not rely on luck. We would rather have safety by choice and not by chance. That is why it is so important to report all incidents so the J.H.S.C. can do a full investigation. Also please report all injuries to medical, no matter how small.

**All accidents can be preventable
if we find the root cause.**

Investigations

Part of the JHSC duties are to investigate accidents and incidents in the Plant. A huge contributing factor to this is that our membership keep us informed. It is important when we investigate that we find the **“ROOT CAUSE”**. One way we

can achieve this by using the 5Y Analysis. An example of five WHY analysis would work something like this.

Problem: My Car does not start?

1st WHY? - The battery is dead

2nd WHY? – The alternator in not functioning

3rd WHY? – The alternator belt has broken

4th WHY? – The alternator belt was well beyond its useful service life and has never been replaced

5th WHY? – I have not been maintaining my car according to the recommended service schedule, this would be the **ROOT CAUSE**.

Once we have the root cause, we can learn from it and use the hierarchy of controls for corrective measures to help address the safety issue and minimize future risk.

Safety requires ongoing efforts - I.R.S. (Internal Responsibility System)

In the GREEN book (O.H.S.A.) everyone in Ontario has 3 main rights. You have **the right to know, the right to participate, and the right to refuse**. You should not have to deal with ongoing safety hazards, one way of eliminating them would be exercising your right and using the internal responsibility system. We have an I.R.S. in the plant in the form of a STAGE 2/S.S.S.C. (Second Stage Safety Concern), which is your **right to participate**. When this takes place there will be several parties involved, along with the person who requested to use the I.R.S. The Area manager, Process Coach, Company Safety, Union Safety representative and if required the company maintenance team with your steward and/or committeeperson. During this meeting the initial goal is to put an I.C.A. (immediate corrective action) in place. When the stage 2 is complete we should have a P.C.A. (progressive corrective action) in place. This whole event will be documented and put in writing, and you will receive a copy of the Stage 2 along with company and union safety. There will also be a date set when all participants will meet again to verify if the P.C.A. is complete and if it corrected the safety issue.

New Equipment - PROTAG

The Plant will be changing from I.C.E. (Internal Combustion Engines) to B.E.V. (Battery Electric Vehicles) in the future. We would like to inform the membership on how new

equipment is approved. The Company uses a “PROTAG” method when it comes to bringing new equipment into the Plant for our membership to use. The paperwork is kept with the equipment until the buyoff is complete and is normally kept in a clear sleeve displaying a colour. If it is showing WHITE, this is the installation phase, and the equipment is not authorized to be energized. When the paperwork is displaying PINK, the equipment is in the commissioning phase for continuity checks, programming, alignment, and debug only. The equipment is not authorized to be operated by production employees. When the YELLOW is displayed, this equipment is approved to run through launch related builds in a production trial run. The equipment is authorized to be operated by production employees at this point. Finally, the GREEN is being displayed. The equipment is now approved to run production and has been bought off fully. If you ever have any questions on new equipment in the Plant, please do not hesitate to contact your Union Health and Safety Representatives.

Skill Trades – P.T.A. (Pre-Task Analysis)

P.T.A. is a planning tool used to ensure that workers engaged in high-risk activities can perform their work safely. Our Skilled Trades recently completed a very precise job back in July. They were tasked with changing 4 burner units outside of the Paint Shop. A crane was brought on site to complete this heavy job. There was a P.T.A. completed before the job was started but some unforeseen changes occurred which required another P.T.A. to be performed. Some floor grates had to be lifted creating W.A.H. (Working at Heights) issue. The work was then re-evaluated, and proper safety measures were put in place to ensure everyone’s safety. The job was completed skillfully and without any incidents!

G.P.A. (Global Plant Actions)

Another course of action we use in correcting facility safety concerns would be to create a G.P.A. This is a very effective tool when it comes to eliminating these type of safety hazards. It is time sensitive and has an escalation process, so the longer it goes uncorrected the higher in the Ford management chain it escalates. We would like to take this opportunity and recognize Erwin Burggraf who is the Union Hourly G.F.P.S. (Global Ford Production System) Coordinator. He has worked closely with our team leaders on the floor in training and supporting them on using this program. His dedication and commitment in helping our membership is greatly appreciated.

Emergency Evacuation

The September S.P.L. (Single Point Lesson) - Safety Talk you should have received was on Emergency Evacuation. The Plant was also scheduled to perform an Emergency Evacuation Drill. This is a very important exercise because it gives the Company and the J.H.S.C. (Joint Health and Safety Committee) an opportunity to correct any inefficiencies. Be sure you know which door is designated for you to exit the building and where your marshalling area is located. If you observed any concerns during this exercise, please let us know. Your feedback is valued and appreciated.

First Aid/CPR Training

In our last report we informed the membership that we would be coordinating a First Aid/CPR course for our membership in the fall. On September 18th at our monthly union meeting, we reported it would take place October 15. Classes are limited to 20 participants as per Saint John Ambulance guidelines. The class got filled very quickly, so are looking at setting up more in the future. We would like to thank John Kimman (Skilled Trades Trainer) for volunteering his time to instruct this valuable course to our membership.

In Closing – Your good health is your greatest wealth!

When you request the presence of your J.H.S.C. (Joint Health and Safety Committee), you can be assured we come putting safety before production. Safety isn’t expensive, it is priceless. On that note, never give safety a day off and take extra care during the upcoming winter months when walking in the Plant’s parking lots.

*In Solidarity,
#2 Shift, John Mullin
#3 Shift, Mike Gibson
Alternates:
Steve Gardiner, B shift
Merv Griffen, A shift*





REPORT FROM THE
EQUITY COMMITTEE
 STACY POOLER • LEAH DOUGLAS

Greetings Brothers and Sisters,

Appendix O

Challenges navigating certain aspects of the Appendix O process have continued since my last report and prompted a response from the office in the following regard.

1. Discussion was generated with HR manager Ron Derhodge, to better ensure proper adherence to the Appendix O internal procedure. This in effort to improve and enhance policy around the joint investigative process from complaint to resolution. Communication is ongoing and has involved both the President and Plant Chair.

*Exploratory conversation around several recommendations has proved productive to date.

2. Concern was leveraged to Plant Manager Tony Savoni, about the sincerity of Company commitments to DEI (diversity/equity/inclusivity). A pause on collaborative conversations took place with an emphasis on hope to reconvene when objectives include a heightened level of intentionality.

*Further dialogue ensued with a re-commitment to culture and sensitivity training for folks in leadership/supervisory roles.

It is important to note the joint DEI team has made marked progress in terms of visibility and awareness. We intend to continue working with internal communications to build a monthly diversity calendar. This resource, along with additional print and digital material as well as activities such as flag raising ceremonies have garnered positive feedback. Further, the office will continue to work with the 707 Racial Justice advocate/BIWOC chair, Women's chair and Pride chair (also members of joint DEI) on endeavors.

Confidentiality

Please respect measures of confidence around Appendix O related discussion. If you or anyone you know is involved in business arising from the Equity Office do not engage in conversation outside formal activity. A breach could compromise the integrity of any investigative process and may lead to action against individuals deemed liable.

Activity

In August I hosted a Quarterly Equity Meeting at the Union Hall where attendees included our National Equity Coordinator along with several reps from Windsor and Bramalea. Discussion included plant reports, Appendix O/Q language, conflict resolution and mental health. We also prepared for conversations at an annual forum where Company counterparts/HR personnel will be in attendance. This event is scheduled for early November.

I, along with our Women's Committee Chair served as 707 delegates at the largest Unifor Women's Conference this past September. We had a chance to hear our newly elected National President speak, meet with several National Staff Reps including the Director of Human Rights and engage with several reputable public and political leaders. I was grateful for the opportunity to gain additional knowledge and insight.

Stay safe and healthy as we navigate the fall and winter months.

In solidarity,

Stacy Pooler - Equity Rep & Women's Advocate

Leah Douglas - Alternate Equity Rep & Women's Advocate 

Days of Observance & Awareness

October 2022

- 4th – National Day of Action for Missing and Murdered Indigenous Women and Girls
- 2nd – 8th – World Mental Illness Awareness Week
- 10th – World Mental Health Day
- 11th – National Coming Out Day
- 24th - Diwali

November 2022

- National Domestic Violence Awareness Month
- 11th – Remembrance Day
- 19th – Int'l Men's Day
- 20th – Transgender Day of Remembrance
- 25th – Int'l Day for the Elimination of Violence Against Women (16 days of activism)



REPORT FROM THE
BENEFIT REPRESENTATIVE
 PAUL IVEY

Overage Dependent Audit and Scholarship Program

Fall is upon us so once again it is the time of year for Overage Dependent Audits. If you have received a letter from Green Shield Administration Department (Admin Solutions 5) or from Morneau Shepell (Ford Healthcare Audit Department), please respond to the letter in a timely manner. Green Shield Canada (GSC) will send letters for active employees and Morneau Shepell will send letters for retirees.

Individuals who have recently submitted scholarship claims and received reimbursements for the same should not receive audit letters. Nevertheless, timing is key and even though both administrators will verify this fact before mailing the letters, it is possible that some of these individuals may still receive audit letters. Do not ignore these letters.

In case of non-response to the audit or insufficient documentation for any dependent, coverage for the respective dependent will be terminated effective December 1, 2022. In case of denied claims due to coverage termination, contact the Benefit Office at ext. 3360. Reinstatement will be processed if proper documentation is provided within 30 days from the date complete documentation is received by the administrator.

For those employees who have 8 years of seniority or more by September 1, 2022, it is also the time of year for the Scholarship Program for Dependent Tuition Allowance. To apply for Scholarship Tuition Allowance please fill out an original Green Shield Scholarship program for Dependent Children form. Along with the dependent students Social Insurance Number, the original paid fee statement or original receipt with indicates the term starting date, the dependents study status, the amount paid for both tuition and fees to GSC for reimbursement. In short:

- Proof of FULL-TIME enrollment
- Breakdown of costs showing Tuition
- Proof of payment

Send the form and supporting documents to GSC for reimbursement.

Orthotics ****IMPORTANT****

Before purchasing orthotics, ensure the Provider is approved.

Our coverage for orthotics is as follows:

Up to two pairs of custom-made foot orthotics in any 36-month period to a maximum cost of \$400.00.

To be eligible for reimbursement, the orthotics must be purchased from a provider who is a member in good standing with Green Shield and on the Canada Automotive Preferred Provider Service Agreement (PPO) for custom made foot orthotics. **It is important to stress here** that a PPO is a **special list of providers**. This list can be found on the Green Shield website OR you can call the Green Shield Customer Service line at 1-888-711-1119 to find out if the Provider you want to use is on the PPO list.

You should never have to pay out-of-pocket for orthotics, and the **cost should not be more than \$325.00 for one pair**.

S&A

It is important to review your claim before submitting to ensure that all information required is on the form. There are four basic items that Canada Life looks to have answered by your doctor: What is wrong (diagnosis – Q#1 on the form); What are you doing to get better (treatment plan – Q#6 on the form); How long do you need to be off work (Q #9 on the form); Why can you not work (restrictions and limitations – Q#10 on the form).

If you have an on-going claim, then you need to complete a supplement form and it is a requirement to sign the back of the form. Also, always take note and read the letters that Canada Life sends. Include all documentation requested to provide adequate proof of disability to support your claim. Also, be aware that the company is keen on sending out 15.26C letters. If you cannot update your paperwork before your previous coverage expires, let someone know. Inform the company by contacting labour relations and/or Canada Life. Reach out to your steward or the Benefit Office as well.

Please note that COVID claims are subject to a 7-day waiting period. There was a temporary measure to waive the waiting period for COVID claims but that is no longer on effect and claims are adjudicated as with any other illness. COVID claims are still allowed to use the Employee

Confirmation of Illness form. This form is a self-attestation. If you have a positive COVID test along with the attestation and the front of a regular S&A form, you do not need to see a doctor to be covered medically for up to 10 days. This does not guarantee payment but can cover your absence while in isolation.

EI

I would like to thank Erin Harrison, National Unifor Representative. Erin has, among numerous other accomplishments, been instrumental in securing a new line of assistance to aid our members when all normal channels have failed. Erin is continually lobbying the government to better the EI program. She is a great advocate for Unifor members and a fantastic resource for benefit reps like me.

Many people have been receiving a letter from the Integrity Office of Service Canada to explain a discrepancy in reporting from 2020. If you receive this letter, it is important that you respond. The timeframe in question are weeks that Ford Motor Company laid us off then paid CEWS monies later in the year; this was the beginning of the COVID-19 Pandemic in 2020 (April 12 to June 6, 2020). I have already posted a letter to help explain this on our website with an example of how to respond. Even if you have repaid the monies, you may get a letter to explain the discrepancy in the reports. Just mention this in your response that you have repaid or have tried to repay your overpayment. Again, make sure that if you get a letter from the Integrity Office that you respond to it.

There have been a couple members so far that had a penalty imposed for incorrect reporting after they answered the Integrity letter. If this happens to you, please let us know immediately. There has been contact with the EI Commissioner and a strong potential to resolve any such penalties.

At this point it is important to acknowledge the people that have been at the center of the hard work surrounding the issues with CEWS, CERB, SUB, this Integrity Letter and EI in general.

Mark Sciberras and Marc Brennan have been working tirelessly to combat the issues surrounding EI, CERB, SUB. Mark and Marc were able to meet with the EI Commissioner and raise concerns around CERB repayment and possible penalties. They were heard and the response was positive. Each case will be assessed on its' own merit but there is a positive vibe to rectify any unwarranted issues.

It looks as though we will be seeing more layoffs in the months ahead. As always, if you have an open EI claim,

you can continue to report every 2 weeks. If you have let your reports lapse do not panic. Your claim has simply gone to sleep from inactivity. It is NOT necessary to fix your claim at this time if you have not been laid off. If and when you are laid off, you simply make a new application to re-open or wake the claim up.

Constitutional Convention

I was lucky enough to have been elected to represent the membership at the Constitutional Convention. This August we met in Toronto to vote in a new National President for Unifor and vote on amendments to the Unifor Constitution. The democratic process was in full force and after strong campaigns by all candidates, a victor emerged. Congratulations to Lana Payne as our new Unifor National President. As Union members it is always at our core to stand united. Though it seemed there was division at the Convention prior to the voting, once the votes were cast and a winner announced, the floor stood united to support the positions won. We move forward into bargaining next year with expectations of strong leadership.

These last years have been wild ride to say the least. The Benefit Office is busier than ever, and I wanted to thank all of you for your continued patience and support. As the COVID crisis seems to abate, it is refreshing to see that the world is beginning to find its way back to some normalcy. As you read this, we will be approaching the Holiday Season and as always, I hope you can enjoy time off with your loved ones in whatever fashion you are able. Be safe. Stay healthy.

In solidarity,

Paul Ivey, Unifor Benefit Representative

Tim Batke, Alternate Benefit Representative 



REPORT FROM THE
**UNION IN POLITICS
COMMITTEE**
IAIN FLEMING

Inflate-a-gate

With the Conservative Leadership contest now decided, the clear winner was Pierre Poilievre garnishing 68% of the Party's card holder votes. Though this is impressive, the road to victory for him was paved using populism as his political weapon. Examples of policy initiatives announced during his campaign were, ending COVID rules (although most have already ended), eliminating the carbon tax (clearly we have a climate crisis), promoting crypto currencies (now down 75% value), bringing in austerity measures such as cutting social programs to pay down debt and fight inflation, blaming inflation on government social spending during lockdowns (kept food on Canadian tables) and lastly that if he were elected he would fire the Bank of Canada Governor Tiff Macklem. It is in the later that Mr. Poilievre catered to Canadians who (maybe rightfully so) would like to see such a thing happen after interest rate hikes not seen in decades pile on burdening Canadians.

Clearly, we do have a problem with inflation, as all other OECD countries do, but is it inflation by the traditional sense of supply and demand or is "inflation" masking something else? Looking at food as an example for this article (though this formula can be replicated on all consumer goods), the average year over year inflation on this ticket item is over 10%. You can see it at every turn, prices are up, containers are smaller and when the bill comes you look at what's in your cart and wonder how you got there.

The issue for me, that perked my skepticism, is that as food prices are rising (as with all consumer items) so are corporate profits for the grocery retailers. The Canadian Centre for Policy Alternatives David MacDonald has found that grocery stores "booked \$7.3 billion in pre-tax profit in 2021. That's more than double what they were clearing pre-pandemic". Loblaw's for example saw their net earnings rise 40% in the last quarter and profit margin double which subsequently led to larger dividends for their shareholders, all this while low-income Canadians struggle to put food on the table and food bank usage skyrockets. When looking at the numbers it is hard to deny that inflation is the new trojan horse which corporations are now using to hide their insatiable greed for obscene corporate profit, attained this time, by undeniable price gouging.

Jim Stanford, Director of Center for Future Work and former CAW economist has stated "that corporations are using the panic (inflation) to boost their profit margins above and beyond what higher gas and supply chain costs would call for" and that "all we're doing is facilitating a gigantic transfer of wealth from workers to the owners of energy companies, property developers and grocery chains who've actually benefitted from this".

There are some solutions for inflation and each Federal party has its own ideas. The Liberals with the support of the NDP has introduced a few measures to help society's most vulnerable, an increase to the GST tax credit, a one-time \$500 rent subsidy and the new federal dental program (\$610 value). This is a great starting point targeting relief at low-income Canadians but doesn't go far enough. The NDP is calling for an excess profits tax, historically used to discourage war profiteering. This money would then fund redistributive measures to such things as social programs and indexing social assistance. Perhaps the solution to fighting inflation is to help the most vulnerable and not putting rigid benchmarks on it (Bank of Canada's target is 2%).

Time will tell how this problem is solved but when it comes to raising interest rates to untenable levels by the Bank of Canada, making debt unaffordable for a huge portion Canadians, with the inevitable economic crash that follows, we may find that the Bank of Canada's interest rate medicine is worse than the disease.

Till Next Time,
Iain Fleming 



REPORT FROM THE
EDUCATION CHAIRPERSON
 BRYCE THOMPSON

Sisters and Brothers,
 I hope you all had a great summer shutdown period and an enjoyable summer with family and friends!

McMaster Labour Studies

Certificate Program:

The fall semester for the McMaster Labour Studies Certificate program is currently underway! As in the previous two years, all courses this semester are being offered online via Zoom. The schedule for this semester is as follows;

A SHIFT:

Is Our Healthcare System Being Privatized? 1 Session
 Monday September 12th. 5:30-8:30 PM

Labour vs. the 1% 4 Sessions

Wednesday October 12th, 19th, November 9th and 16th.
 5:30-8:30 PM

B SHIFT:

Is CEO Pay Out of Control? 1 Session
 Monday October 3rd. 5:30-8:30 PM

The Way Forward in Auto: Maximizing Opportunities with the EV Shift 4 Sessions

Monday November 21st, 28th, January 16th, 23rd. 5:30-8:30 PM

For information on how to register for these courses, please contact me directly by email (bnwt94@gmail.com) or by phone (226-802-1914). Course registration deadlines are 3 days prior to the start of each first session. Please remember to pre-register for the course as well as fill out your attendance form at each class in order to receive credits towards the certificate program.

Unifor Area Schools:

With the lifting of most COVID restrictions, our Local is looking to continue to host Area Schools courses in the near future. These 1-day courses are put on by the National Union and offer abbreviated versions of many of the courses offered at our Port Elgin Learning Centre. For those of you who may not be able to take out a week of your time to head to Port Elgin for classes, or for those of you looking for an option closer to home, these 1-day courses are a great option! Classes are held at our Local Union Hall, and a free lunch is provided! Keep your eye on our Local 707 website and official Facebook page for upcoming Area Schools courses coming to the Local!

Port Elgin Learning Centre:

I'm happy to see that the Port Elgin Learning Centre has fully re-opened for our members! Classes are filling up

quickly and we have plenty of representation from Local 707 in these fall courses. Please check the Education tab on the Unifor Local 707 website for the full PEL schedule, as well as application forms to be filled out. A reminder that all application forms for Port Elgin classes must be handed in by the specified deadline at monthly membership meetings to Vice-President Dave Millar. If you have any questions at all about PEL or need help filling out your application I would be happy to assist you!

If you would like to be added to my e-mail list for updates on future courses and educational opportunities, please send me an email at bnwt94@gmail and I will add you to the list. Hope to see plenty of new and old faces at upcoming courses this fall semester!

In Solidarity,
 Bryce Thompson
 Education Chairperson 




Carolina Castaneda
Audiologist


Kimberley Holloway
Office Manager/Marketing

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REPORT FROM THE
**LOCAL 707
 GUIDE**
 JOE AMATO

Brothers and Sisters,
 I would like to start by congratulating our new National President Lana Payne. I look forward to meeting her at future events.

FULL RATE

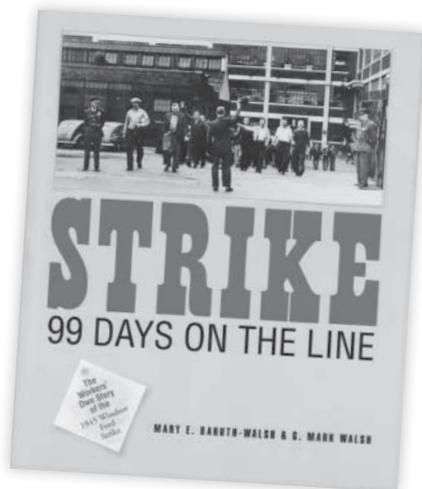
The past couple of years have been challenging for the world and specifically our members dealing with the pandemic. But 2022 brings good news for many here at OAC. From the beginning of May right through to the end of the year many members have and will reach their 8th year of seniority and achieve full rate. Congratulations brothers and sisters on this achievement.

MEMBERSHIP MEETINGS

I always encourage members whenever I can to come out and get a feel as to what takes place during the meetings. I regularly hear from many members with young families that they would like to but cannot commit the little free time they have to attend meetings over spending time with their young ones. We have/had Union reps who didn't get involved due to varying circumstances until they were ready. So, to those wanting to get involved, or to just come out and participate in a meeting, it's never to late to begin the journey when you're ready.

If you ever get the time, read the book, **STRIKE 99 Days on the line**. It's a great book that explains our history, of and how through 99 days on the line in solidarity, Canadian autoworkers began the fight that continues today.

*In Solidarity
 Joe Amato
 Local 707 Guide
 (Aka, HPJ) 🇺🇸*



**THE UNIFOR/FORD
 EMPLOYEE & FAMILY
 ASSISTANCE PROGRAM**

Many members are negatively affected by addiction, directly or through members of their families. Asking for help is difficult. The EFAP can assist you with this. The EFAP office is a confidential resource dealing with more than addiction and it finds members the necessary assistance to get well. If you have questions and/or need assistance, don't hesitate to call. Your well-being is our primary concern and confidentiality is our priority.

FOR HELP OR INFORMATION CONTACT:



Trevor Mason
 Unifor Representative
 Cell: 905-467-3008
 Email: tmason20@ford.com
 In the Plant:
 845-2511 Ext. 3277
 Union Office: 844-9451



Alternate Representative:
Jeff Watson

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REPORT FROM THE **ENVIRONMENT REPRESENTATIVE** CYNDY ANDERSON

Hope everyone had a great summer, while enjoying vacation/shutdown time!

One of the biggest challenges since the May layoff and continuing to present is the inconsistency of the hours worked each month. When layoffs are suddenly called, it causes difficulties for all of us in various ways by affecting our routines.

Downtime also affects OAC's Environmental scorecard, making it difficult to stay within targets for waste, water and energy due to the low volume of vehicles produced each month.

However, compliance is being maintained and continuous improvements are being implemented.

A New RECYCLE Program

You may have noticed the **Blue Plastic Bags** in the washrooms and in areas where high volumes of paper waste is produced. The purpose of this recycling program is to collect the fine **paper waste** and send to a Recycling Centre instead of General Trash. This should result in a 16% reduction in Waste to Energy. Please support the **Blue Bag Recycle** program by only putting **WASTE PAPER** product in the specified collection containers.

The OAC PECE has produced an OAC **Environmental Annual Refresher** Training Program that will be delivered to employees once per year as a re-fresher to the **Environmental Awareness** we received at Orientation when newly hired! (a long time ago for some!) Finally!

Obviously with job changes and as we move to various jobs/departments; there maybe new or different Environmental considerations. It's important for the Company to provide Environmental Awareness as part of job training to ensure we do our part to protect the environment.

SPILLS and DRAINS

I want to bring awareness to **Spills and Drains in the plant**: Please do **NOT** pour or allow substances such as: oils, solvents, gas, other unknown or contaminated fluids to enter any of the drain systems in the facility. This can be a serious environmental violation & can cause major issues in the WWTP.

If you are using fluids as part of your job and are unsure of how to correctly dispose of them please ask your Supervisor, or call the PECE or Enviro Rep. If it's an Emergency Spill or Leak, please call Security @3333

OAC recently completed Facility Improvements including:

- RTO Burner replacement at Paint Dept. to improve energy efficiency and reduce potential downtime.
- Improvements to containment areas in the K&T yard and Drum Pad location were completed over the shutdown.
- New Gondola's were entered into the waste system to increase Recycle Material collection.

This year Ford has been able to return to quarterly Internal Environmental Audits that are conducted by a third party. The audits were completed in Q1-April, Q2-June and Q3-August.

Lastly, thank you all for supporting the **DRINK TRAY** initiative!! Even with the layoffs, members saved & collected trays to be re-used to serve food to the homeless.

So very Proud of OAC in supporting this endeavour.

In Solidarity,
Cyndy Anderson
Environment Rep 🇺🇸

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REPORT FROM THE
**RACIAL JUSTICE
 ADVOCATE &
 AWOC REPORT**
 CONSTANCE BROWN

Hello Brothers/Sisters,
 It felt so great gathering together for our September meeting after the long summer. I know they say 'U' in union is you, but I believe it's Unity! When we come together, we're united in making a difference. The BIWOC committee would like to say thank you, to our Executive team who upgraded Every Child Matters T-shirts and added our Local label to it, that was really thoughtful plus collecting a reasonable donation for each shirt. Thank you to my committee for coming out on Labour Day/our membership meeting in making sure everyone receives a T-shirt in recognition of September 30th, Orange Shirt Day to support reconciliation events and activities. As a union together we're creating awareness, of the individual family and community intergenerational impacts of Indian Residential Schools as well as promoting the concept 'Every Child Matters'.

Racial Justice Advocate Report

We continue to support the migrant workers community with all the obstacles they face. In the last few months, they have lost over 12 seasonal workers due to work accidents/illnesses, which clearly shows there's a lack of safety, training, and a lack of empathy towards these workers. Thank you, to our Executive team and members for your support, and focusing on the goal that matters the most, fighting for justice and dignity for migrant workers. Our Local will be donating \$1000 to the Farm-worker Hub towards Thanksgiving, Christmas dinner with hope that this will help feed migrant workers over the upcoming holiday season.

In Solidarity,
 Constance Brown 



REPORT FROM THE
**WOMEN'S
 COMMITTEE**
 KATE PENKETT

Hello Brothers and Sisters,
 I hope everyone had a great and safe summer.
 This year the Women's Committee is able to proceed with events that were in effect before COVID.

September 22nd was "Take Back The Night", this is an international event that's mission is to end sexual, relationship and domestic violence in all forms.

We will be bagging candy once again for Women's shelters as the children in these situations are not able to go trick or treating.

On November 20th, we are partnering with the BIWOC and LGBTQ / Pride committees to have our annual bake sale so we can raise funds to buy Christmas presents for the children at McMaster hospital.

On December 6th, The National Day of Remembrance and Action on Violence Against Women, myself and Sam Richardson will be hosting a candlelight vigil for the Women murdered at Lecole Polytechnic.

Please let me know if you would like to light a candle at this event.

"The most common way people give up their power is by thinking they don't have any"

- Alice Walker

In solidarity,
 Kate Penkett
 Women's Committee
 Chairperson/Trustee 





REPORT FROM THE
UNITED WAY
 SHAUNA THORNE-ZARIN

Greetings Brothers and Sisters,
 This year our goal is to Electrify our Communities!!
 After over 65 years in the community, Unifor Local 707 and Ford Motor Company have generously served the communities that their members and employees live in. Over the course of those years, millions of dollars have been raised to increase food security, access to mental health supports and children's programs. THANK YOU for your donation- because of you and your co-worker's, United Way was able to respond to the changing needs of people in our community by supporting 58 agencies & 106 programs in the Halton and Hamilton regions.

As we prepare to Launch another successful United Way Campaign for 2022, please watch for the canvasser in your area in October and November. Again, there will be gifts for those who choose to increase their weekly contributions.

The campaign team will consist of the following employees

- Shauna Thorne-Zarin
- Laura Panther
- Maiken Griffin
- Luke Alphonso
- Michelle Taylor
- Chris Buffett
- Angelo Serafini
- Ron Desrosiers
- Francis Katotikidis
- and Tim Fahey

Once again, the canvassing team along with members of salary will be volunteering at Food for Life, a United Way funded agency on October 11th. Having this opportunity allows the team to see where your donations are being used in the communities.

Throughout the duration of the Campaign the Canvassing team will still be selling chocolate covered almonds for \$3.00 per box.

They are a great way to raise additional funds for the OAC campaign. With Halloween and Christmas coming they make great giveaways and stocking stuffers! Watch for notices letting you know when the canvassers will be at the gates to ensure you bring some pocket money with you.

There is no membership more generous than Unifor Local 707 and I have no doubt that this year again will prove that!

Thank you for your all your support in the past and for ELECTRIFYING OUR COMMUNITIES into the FUTURE

In solidarity,
 Shauna Thorne-Zarin
 Employee Campaign Coordinator 

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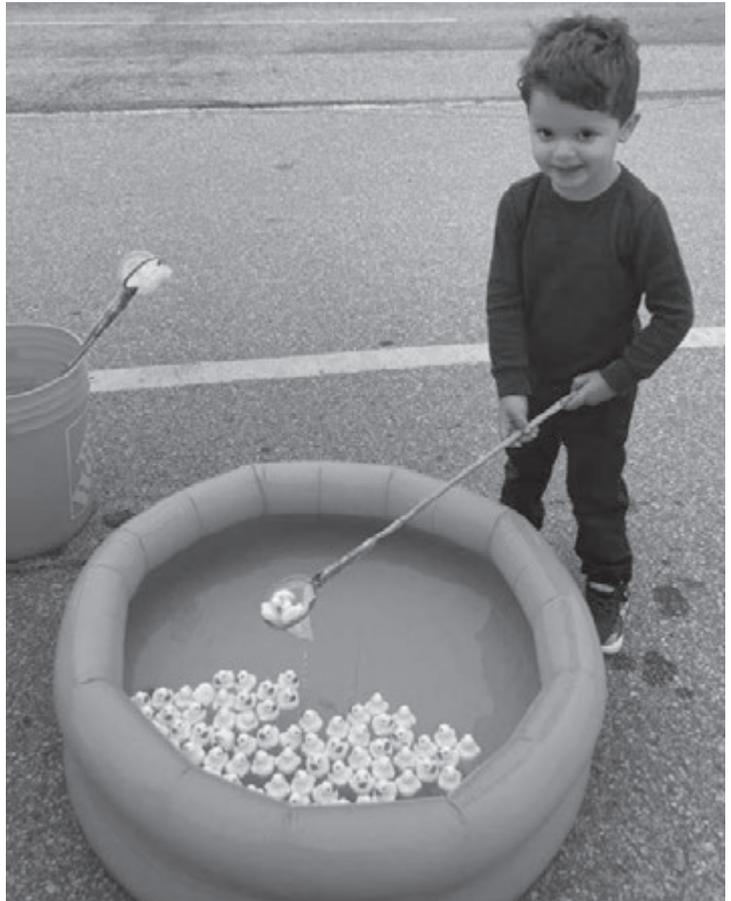
REPORT FROM THE
PICNIC CHAIR
 LINDA ASSELIN

We finally had the opportunity to get together for a picnic with members and their families. The weather was great for a few games like egg toss and cornhole provided by Lawrie Insurance Group. Confederation Water Park was fully opened giving our members some well deserved time to cool off. Lunch was provided by Harvey's, and they did a great job making all the orders quickly and efficiently.

I would like to thank my committee for all their hard work and the laughs we have when we forget the simple things. A special thanks to the retirees Val and his committee for always coming out enjoying the day reminiscing together.

I look forward to planning my last picnic next year as it is time to pass on the torch to the next generation. Have a great holiday season coming up and remember there are so many people out there finding it hard to survive so let's be kind to others and help where we can.

*In solidarity,
 Linda Asselin
 Picnic Chair* 





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LETTERS TO THE EDITOR

UNIFOR Local 707
475 North Service Rd. East
Oakville, Ontario
L6H 1A5

RECEIVED SEP - 1 2022

August 31, 2022

Greetings,

Re: Research CAW/Unifor in anti-apartheid solidarity

In October 2020, Mark Sciberras, president, and Judy Rivard, office admin along with others followed up on a request regarding the role of Local 707 during the 1980s in solidarity with the South African Congress of Trade Unions (SACTU) and the anti-apartheid work within the Canadian labour movement.

To that end you sent the enclosed documents which I am now returning with much appreciation.

A number of us active in the SACTU Solidarity Committee in the 1980s came together in 2020 determined that the history of solidarity be preserved and now the Library and Archives Canada (LAC) has a section on that solidarity work with documents, photos, oral histories from that period.

We are continuing to add to that documentation in several ways: from photos and union publications found in union activist's basements to documenting the union locals across the country that have kept materials from that time. As well we have tracked down many union activists for oral histories that are being deposited with LAC.

The presence of Siyabulela Mandela, grandson of Nelson Mandela, at the UNIFOR 2022 convention is a continuation of the international solidarity work of the UAW/CAW/Unifor history.

Thank you once again for your assistance. I may be back in touch searching for early information for the period 1980-85 when 707 began financial contributions to SACTU's underground work in South Africa in which Bill Van Gaal and Pat Clancy played a significant role.

In solidarity,
Gayle I. Armstrong
Gayle I. Armstrong (retired CAW national communications director 1994-2004)

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wall of shame

SHAME ON the fans who yelled racial slurs at the Women's Simcoe County Rovers FC – despite years of calls for inclusion, racism still rears its ugly head.

SHAME ON the Global Sextortion that targets teenage boys and girls – these children are being blackmailed and exploited that has resulted in suicides.

SHAME ON some car manufactures in some countries, who are introducing apps in their digital stores that will unlock features already built into your vehicle for a monthly fee. Vehicles are expensive enough.

SHAME ON developers/builders who add unexpected charges on unsuspecting new home buyers to the tune of tens of thousands of dollars, another case where

government regulations only favour business over the little guy their supposed to protect.

SHAME ON the Ontario government for allowing hospitals to discharge elderly patients to nursing homes that would be 75 kilometers away or pay \$400 per day if the patient refuses to leave- the answer is invest in more affordable safe Long-Term Care homes and show some compassion for the most vulnerable in our society.

SHAME ON some United States Governors who send immigrant families to other States on one-way bus/plane rides, at a big cost to their taxpayers - there are other ways to deal with the immigration issue other than using this inhumane publicity stunt.



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Flag Raising Ceremony for the National Day for Truth and Reconciliation



**Deadline for submissions for the next issue is
Monday, November 21, 2022**